



## Student Conflict Procedure

### **Know the difference between conflict and bullying**

- **Conflict:** Disagreements and friction that occur when the actions or beliefs of one person are unacceptable to another person. Conflicts are a normal part of human nature. How we solve them is important!
- **Bullying:** Unwanted, aggressive behavior that involves a real or perceived power imbalance. This behavior is repeated over time. One-time incidents are NOT considered bullying.

### **Pacts for administrators, teachers, and staff:**

1. We will teach and encourage students to use their voice to tell the offender to stop an unwanted behavior.
2. We will always do something when we observe bullying behavior or are asked for assistance, even if it is as simple as asking the student, "Did you tell them to stop?"
3. We will gather evidence for incidents that involve consequences.
4. We will enforce reasonable consequences.

### **Levels of Behaviors:**

#### **Level 1** (minor issues - often described as tattling):

- We will educate and encourage students to use an assertive voice to let the offender know they don't like a certain behavior, comment or action.
  - Praise students when they tell another student to stop an unwanted behavior.
  - Praise students they stop the unwanted behavior when asked to stop.
  - Praise students for telling the truth.

#### **Level 2** (moderate issues - insults, aggression, teasing, and minor repeated behavior):

- We will educate and encourage students to use an assertive voice and to seek adult support if needed.
  - All students involved fill out a student interaction form.
  - Adult gathers evidence and praises students for being truthful.
  - Adult supports the students in resolving the conflict collaboratively.

#### **Level 3** (serious or severe crimes such as assault, fighting, bullying, weapons, gang behavior, serious threats of harm, repeated aggression, or any repeated unwanted behavior):

- Ensure student safety.
- Implement emergency action plan if necessary.
- Separate students.
- Follow protocol for student behavior management, including due process, documentation, and consequences.